

NASA Diversity and Inclusion Assessment Survey

Frequently Asked Questions

1. Q: Will my answers be confidential?

A: Yes! The survey will be administered and analyzed by Westat, a research organization in Rockville, Maryland. Westat will provide JSC with aggregate results. JSC will not have access to any identifiable raw data. Parameters have been established with the vendor to assure that JSC will not be able to identify an individual's survey responses through demographic characteristics.

2. Q: What is the purpose of the diversity and inclusion climate survey?

A: The Diversity and Inclusion Climate Survey will assess the current state of diversity and inclusion throughout the agency, as well as, at the centers. NASA will use the survey results to establish a diversity and inclusion snapshot, identify our strengths and challenges, and design future activities for the continuing enhancement of diversity and inclusion efforts at the agency. The Diversity and Inclusion Climate Survey is NASA's most broad and intensive effort to examine and analyze its organizational culture from the perspective of all our employees.

3. Q: How is this different from the Employee Viewpoint Survey we just completed?

A: The *Employee Viewpoint Survey* provides general indicators of how well the Federal Government is running its human resources management systems, and it will give senior managers critical information to answer personnel questions that significantly impact how the Federal Government carries out its mission. New items address employee engagement and work/life issues essential to helping make the Federal workplace a best place to work.

The Diversity and Inclusion Climate Survey will assess our workforce's understanding and awareness of Diversity and inclusion issues. The survey will help provide an indication of the level of support employees feel with regard to diversity and inclusion and provide employee and management perceptions of employment policies, processes and practices as barriers to achieving diversity and inclusion at JSC.

4. Q: Why does it ask so many personal questions?

A: Diversity is all the ways in which individuals differ both on a personal basis and in terms of organizational related characteristics. *Individual characteristics* include a number of characteristics such as: race/ethnicity, gender, native language, marital status, parental status,

age (generation), religion, sexual orientation, cultural background, gender identity, educational background, work styles, thinking/learning styles, communication styles, attitudes and personal values. *Organizational characteristics* include a number of characteristics such as: roles and responsibilities; mission/projects; management structures; work processes; organizational cultures; group norms; geographical location, length of service, full time, part time etc. All of these components affect our relationships in the workplace and subsequently the quality of work performance.

5. Q: What if someone chooses not to answer something?

A: If a respondent chooses not to answer a question, this will *not* affect the continuation of the survey completion.

6. Q: What was the last date I can take the survey?

A: The survey will close on October 14, 2010.

7. Q: How long will the survey take to complete?

A: 15-30 minutes

8. Q: Did I have to take the survey all at once, or could I do a part of it and complete it later?

A: You could log out of the survey and come back another time to finish where you left off.

9. Q: Who is eligible to participate in the survey?

A: All NASA Civil Servants (including Term Employees).

10. Q: When will the survey results be available?

A: (1) A summary report of the diversity and inclusion climate assessment will be provided to the Diversity and Inclusion Strategic Partnership. (2) The data collected will be used to develop a NASA Diversity Strategic Implementation Plan. Both the summary report and the strategic plan will be made available on the Office of Diversity and Equal Opportunity website upon completion.